



BONDRICH ADVISORY GROUP LTD

COMPANY PROFILE

**Management Consulting
&
Training Solutions**



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BondRich Advisory Group Ltd is a Human Resource & Management Consulting firm specializing in the provision of Human Resource and training solutions to clients in both profit and non-profit sectors. The firm was established with a mission to provide customized transformational solutions that suites the ever changing needs of clients. Bondrich Advisory Group offers highly advanced and innovative range of HR solutions including but not limited to; Headhunting & Executive Recruitment, Corporate Training, Human Resource Outsourcing, Payroll Management, Human Resource Compliance Audits & Job Evaluation, Human Resource Policy Development and Reviews as well as general management consulting solutions.

Our Vision

To be the Preferred Professional Services Firm in the East African Region.

Our Mission

To provide transformational professional solutions that suites the ever changing needs of clients.

Our core Values

- Professionalism: We cherish our quality consulting team with a rich background of experience and academic success
- Honesty: We believe in openness and sharing of advice and insights with each other which communicates optimism and hopefulness to our clients.
- Respect: We treat everyone with care and dignity, pay attention to each other and treat every individual's contribution as a vital asset.
- Teamwork: We work together as a team to bring out the best solution to our clients
- Diversity: We welcome a variety of ideas and understand that each individual is unique and recognize a culture of respecting and sharing of knowledge.
- Time management: We recognize value for money by exercising conscious control of time taken to deliver quality solutions to our clients.

Our Areas of Expertise: Human Resource Management



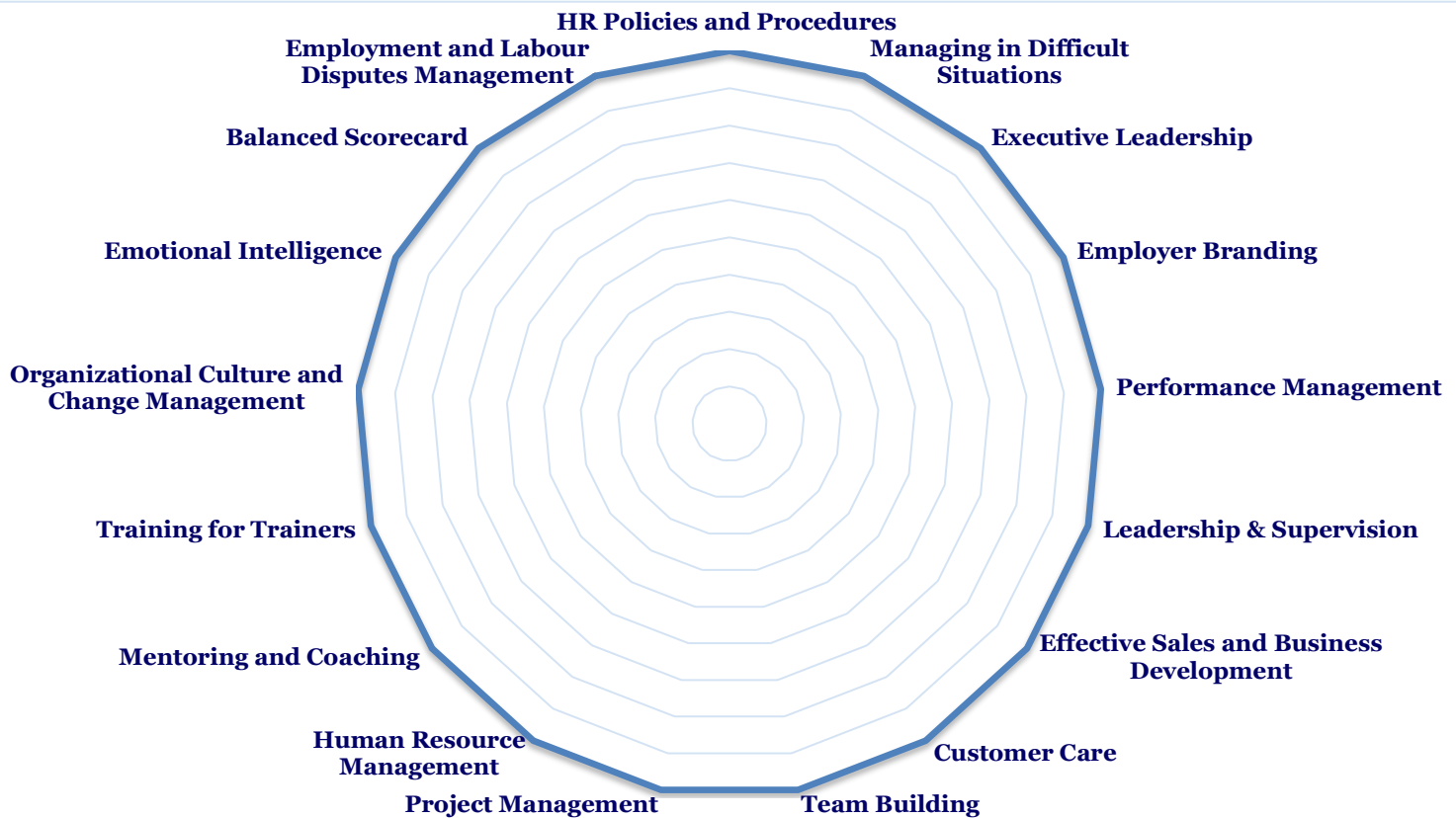
- Headhunting
- Executive recruitment
- Corporate training and Customized In-house workshops
- Talent capability assessment
- Job evaluation
- Human Resource Audit
- Payroll management
- HR outsourcing

“Possible Together”

Our Areas of Expertise



CORPORATE TRAINING SOLUTIONS



“Possible Together”

Executive Recruitment

We assist our clients in building effective teams and generating shareholder value via excellence. We seek out excellent executives who are mindful of the clients' needs and the culture of the organization. We work closely with clients to fully understand their search requirements to deliver a successful search outcome.

Headhunting

Our recruiters know where to look for the best candidates for our clients. For references and recommendations, we have a large network of industry contacts. We carefully assess our prospects using our rigorous screening criteria and only approach those with the greatest potential.



Our qualified trainers together with experts from various partner organizations conduct **specialized** and **customized training** in different specialties. We provide end to end training in various technical and management disciplines.

Our Training solutions cut across sectors including but not limited to manufacturing, Non-governmental organizations (NGO's), Commerce, Education and Technology.

We offer a **flexible training schedule** to our clients to allow them concentrate on their routine tasks and at the same time achieve their professional development goals. Our trainings can be facilitated online using our **well-equipped digital training lab** or physical using our **spacious training center**.

Organizational Capacity Building and Professional Development Trainings ;

Category	Training Module
Human Capital Management	Strategic Recruitment & Talent Management
Human Capital Management	Exit Management Excellence: Best Practices
Human Capital Management	Strategic Learning and Development Management
Human Capital Management	Advanced Background Check Techniques
Human Capital Management	Human Resource Metrics and Analytics
Human Capital Management	Strategic Interviewing Techniques and Best Practices
Human Capital Management	Balanced Scorecard and Performance Management
Human Capital Management	Results-Based Leadership Development
Human Capital Management	Strategic HR Administration & Leadership
Human Capital Management	Performance Based Team Building
Human Capital Management	High Impact Performance Management Skills
Human Capital Management	Stress Management and Conflict Resolution
Human Capital Management	Diversity and Inclusion Best Practices
Human Capital Management	Employee Engagement Techniques & Best Practices
Human Capital Management	Industrial Relations and Collective Bargaining
Human Capital Management	Effective Labour Union Management
Human Capital Management	Effective Coaching and Mentorship
Human Capital Management	Job Evaluation and Compensation Strategy
Human Capital Management	Employment Laws and Employee Relations
Human Capital Management	HR Policies and Procedures Development: Best Practices
Human Capital Management	Executive Human Capital Leadership
Human Capital Management	Human Capital Leadership Development
Human Capital Management	Transformational HR Business Partner
Human Capital Management	Human Resource Metrics and Analytics Essentials
Human Capital Management	Organizational Restructuring and Redundancy Management Best Practices
Human Capital Management	Strategic Talent Management and Leadership Development
Human Capital Management	Motivation Strategies for Peak Performance: Best Practices
Oil & Gas Operations	Strategic Leadership for Oil and Gas Sector. Best Practices
Oil & Gas Operations	Midstream Operations and Logistics in Oil and Gas
Oil & Gas Operations	Oil and Gas Supply Chain Management

Category	Training Module
Oil & Gas Operations	Oil and Gas Upstream, Midstream and Downstream Essentials
Oil & Gas Operations	Basic Petroleum Technology Essentials
Oil & Gas Operations	Oil and Gas Exploration and Production Fundamentals
Oil & Gas Operations	Crude Oil Storage, Handling and Management Essentials
Oil & Gas Operations	Oil and Gas Operations Management Best Practices
Oil & Gas Operations	Strategic Talent Management in Oil & Gas Sector
Oil & Gas Operations	Petroleum Technology Essentials
Oil & Gas Operations	Oil and Gas Field Operations Best Practices
Oil & Gas Operations	Strategic Procurement for Oil and Gas Sector. Best Practices
Business Development	Sales Leadership and Team Management
Business Development	Strategic Sales Planning and Execution
Business Development	Advanced Customer Relationship Management
Business Development	High-Impact Sales Techniques and Best Practices
Business Development	Sales Performance Metrics and Analytics
Business Development	Strategic Business Development and Market Expansion
Business Development	Customer Service Excellence
Business Development	Sales Technology and Automation Best Practices
Business Development	International Market Penetration Strategies
Business Development	Digital Sales and Marketing Integration
Business Development	Brand Marketing Essentials
Business Development	Customer-Centric Selling Strategies
Business Development	Call Center Management Essentials
Occupational Health and Safety	Occupational Health and Safety Essentials
Occupational Health and Safety	Basic First Aid Training
Occupational Health and Safety	Health Hygiene & Disease Control Best Practices
Occupational Health and Safety	Material Handling Essentials
Occupational Health and Safety	Electrical Safety and Hot Work Training
Occupational Health and Safety	Hazardous Energy Control Lockout/Tagout (LOTO)
Occupational Health and Safety	Fire Safety, Prevention and Fire Fighting
Occupational Health and Safety	Permit to work (PTW) System training
Occupational Health and Safety	Emergency response planning
Occupational Health and Safety	Accident Investigation and Analysis
Occupational Health and Safety	Risk Assessment, Management and Control
Occupational Health and Safety	Safety Leadership and Safety Culture
Environment Management	Climate Change Adaptation & Food Security
Environment Management	Emergency Response and Crisis Management
Environment Management	Pollution Control Technologies and Strategies
Environment Management	Emergency Preparedness and Response Planning
Environment Management	Sustainable Waste Management
Environment Management	Humanitarian Response and Disaster Relief Management
Environment Management	Food Systems and Climate Change Mitigation
Environment Management	Waste Management & Pollution Control
Environment Management	Disaster Preparedness, Risk Reduction and Management
Environment Management	Environmental Impact Assessment Techniques

Occupational Health and Safety	Occupational Health and Safety Essentials
Occupational Health and Safety	Basic First Aid Training
Occupational Health and Safety	Health Hygiene & Disease Control Best Practices
Occupational Health and Safety	Material Handling Essentials
Occupational Health and Safety	Electrical Safety and Hot Work Training
Occupational Health and Safety	Hazardous Energy Control Lockout/Tagout (LOTO)
Occupational Health and Safety	Fire Safety, Prevention and Fire Fighting
Occupational Health and Safety	Permit to work (PTW) System training
Occupational Health and Safety	Emergency response planning
Occupational Health and Safety	Accident Investigation and Analysis
Occupational Health and Safety	Risk Assessment, Management and Control
Occupational Health and Safety	Safety Leadership and Safety Culture
Hospitality & Real Estates	Real Estate Management Best Practices
Hospitality & Real Estates	Customer Service Excellence Techniques
Hospitality & Real Estates	Hotel and Restaurant Management Best Practices
Hospitality & Real Estates	Hotel and Restaurant Marketing Techniques
Hospitality & Real Estates	Hotel and Restaurant Financial Management
Hospitality & Real Estates	Hotel Management in a Digital Age
Hospitality & Real Estates	Real Estate Operations and Marketing Techniques
Public Health & Development	Leadership Development in Healthcare Industry
Public Health & Development	Mental Health and Wellness Fundamentals
Public Health & Development	Healthcare Planning & Management Essentials
Public Health & Development	Sexual & Reproductive Health Essentials
Public Health & Development	Public Health and Disease Control Techniques
Public Health & Development	Fundraising and Resource Mobilization Techniques
Public Health & Development	Gender Equality and Diversity in a Workplace
Public Health & Development	Strategic Advocacy and Lobbying Techniques
Public Health & Development	Refugee Camp Management Essentials
Public Health & Development	Community Health Promotion Strategies
Public Health & Development	Healthcare Marketing in a Digital Age
Public Health & Development	Healthcare Leadership & Governance
Public Health & Development	Medical Records Management Essentials
Digital Solutions	Computer Training Essentials for Beginners
Digital Solutions	Digital Communication Essentials (Zoom, Skype, Google meet, Teams)
Digital Solutions	Cloud Computing Essentials
Digital Solutions	Artificial Intelligence Technology
Digital Solutions	Tally Computerized Accounting Software
Digital Solutions	QuickBooks Computerized Accounting
Digital Solutions	Computer and Data Security
Digital Solutions	Mobile App Development Essentials
Digital Solutions	Internet & Digital Literacy for Beginners
Digital Solutions	Data Analysis with STATA
Digital Solutions	Graphic Design Essentials
Digital Solutions	Website Development Essentials
Digital Solutions	Microsoft Word, Excel and Powerpoint Essentials
Digital Solutions	Data Analysis and Management with SPSS

Digital Solutions	Advanced Excel Techniques
Procurement, Logistics & Stores	Public Sector Procurement Best Practices
Procurement, Logistics & Stores	Logistics and Supply Chain Management Essentials
Procurement, Logistics & Stores	Warehousing and Inventory Management Best Practices
Procurement, Logistics & Stores	Transport, Logistics and Fleet Management Essentials
Procurement, Logistics & Stores	Good Storage Practices Fundamentals
Procurement, Logistics & Stores	Shipping, Clearing and Freight forwarding Essentials
Procurement, Logistics & Stores	Strategic Procurement and Cost Management
Procurement, Logistics & Stores	Effective Sourcing and Vendor Management
Procurement, Logistics & Stores	Strategic Vendor Relations Management
Procurement, Logistics & Stores	Safe Material Handling Practices
Procurement, Logistics & Stores	Procurement Leadership and Best Practices
Procurement, Logistics & Stores	Strategic Supply Chain Risk Mitigation
Public Health & Development	Leadership Development in Healthcare Industry
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Public Health & Development	Strategic Advocacy and Lobbying Techniques
Public Health & Development	Refugee Camp Management Essentials
Public Health & Development	Community Health Promotion Strategies
Public Health & Development	Healthcare Marketing in a Digital Age
Public Health & Development	Healthcare Leadership & Governance
Public Health & Development	Medical Records Management Essentials
Tax and Audit	Taxation, Statutory Returns, and E-Filing Best Practices
Tax and Audit	Tax Planning and Compliance Best Practices
Tax and Audit	Tax Laws and Regulation in Uganda
Tax and Audit	Financial Accounting and Reporting
Tax and Audit	Payroll and Benefits Administration
Tax and Audit	Payroll Processing and Analysis
Projects & Contracts Management	Quality Management Essentials
Projects & Contracts Management	Project Planning & Management Best Practices
Projects & Contracts Management	Monitoring and Evaluation Best Practices
Projects & Contracts Management	Effective Bidding and Contract Management
Projects & Contracts Management	Contract Negotiation Techniques and Best Practices
Projects & Contracts Management	Project Planning, Monitoring and Execution
SACCO Management	SACCO Operations and Administration
SACCO Management	SACCO Financial Management and Accounting
SACCO Management	SACCO Leadership and Governance
SACCO Management	SACCO Management and Leadership Development
SACCO Management	SACCO Operations and Management Best Practices
SACCO Management	SACCO Member Services and Engagement
SACCO Management	SACCO Marketing and Business Development
SACCO Management	SACCO Member Education and Empowerment

Executive & Leadership Dev't	Results-based Leadership and Supervision
Executive & Leadership Dev't	Training of Trainers
Executive & Leadership Dev't	Public Speaking and Leadership Essentials
Executive & Leadership Dev't	Strategic Management and Corporate Governance
Executive & Leadership Dev't	Public Administration and Management Essentials
Executive & Leadership Dev't	Emotional Intelligence in the workplace
Executive & Leadership Dev't	Effective Report Writing & Presentation Techniques
Executive & Leadership Dev't	Professional ethics and Work Etiquettes
Executive & Leadership Dev't	Public Private Partnership Essentials
Executive & Leadership Dev't	Managing Absenteeism in a Workplace
Executive & Leadership Dev't	Effective Time Management
Executive & Leadership Dev't	Reception Management and Customer Service Excellence
Executive & Leadership Dev't	Effective Plant Management & Leadership
Insurance and Credit Management	Insurance Portfolio Management Techniques
Insurance and Credit Management	Credit Risk Management Best Practices
Insurance and Credit Management	Credit Analysis and Evaluation
Insurance and Credit Management	Insurance Marketing Excellence Techniques
Insurance and Credit Management	Insurance Underwriting and Claims Management
Insurance and Credit Management	Insurance Data Analytics and Reporting
Insurance and Credit Management	Credit Portfolio Management Techniques
Insurance and Credit Management	Insurance Operations and Administration
Insurance and Credit Management	Insurance Regulation and Compliance
Insurance and Credit Management	Debt Recovery and Credit Control
Insurance and Credit Management	Debt Collection Management Best Practices

Performance Management

We assist our clients in improving their work environment by developing the appropriate performance management system, recommending the appropriate system, coaching leaders, and guiding them through the implementation process.



Payroll Management

BondRich Payroll solutions are designed to save up time for our clients to concentrate on their main company operations. We prepare payroll for our clients in accordance with all applicable tax laws and statutory requirements. Our professionals are well-versed in and knowledgeable with payroll processing systems for large and complex organizations, while also considering the needs of our clients.



“Possible Together”

Our People

Considered as the most valuable assets, our consultants have a broad diversity of educational and professional backgrounds.

We are passionate about making excellence possible through delivery of high impact professional solutions.



Apprenticeship Program

Considering the rapidly emerging changes in technology, there is high competition for skilled talent. At BondRich, we work with academic institutions to support graduate professionals in the relevant fields and build their potential to enable them occupy future critical roles. We offer structured learning experiences by providing on-the job training to students and graduates in various professional disciplines



More BondRich Solutions

HR Outsourcing Solutions

For our clients, BondRich Staff Outsourcing solutions improve organizational flexibility, efficiency, productivity, and cost savings. As a partner, we internalize our clients' needs and provide services that meet their specific needs. We take responsibility for the management of the entire outsourcing cycle in compliance with the contractual obligations. By outsourcing certain tasks, internal HR staff members can focus on other core initiatives, hence turning fixed costs into variable.

Job Evaluation.

We help you determine the worth of a job in comparison to other jobs within the organization using globally accepted systems. Depending on the size of your organization, our consultants with varied experience in different systems understand which system to recommend for a job evaluation with your organization. Specifically, our job evaluation team is well versed with **Paterson** job evaluation and grading systems.

HR Audit

BondRich Advisory Group emphasizes that human resources departments should be audited on a regular basis to keep up with employee expectations and retain essential workers. In order to attain HR excellence, we create a complete tracker of opportunities and threats as well as strengths, and weaknesses for use by top executives in making informed decisions.

Policy development and Review

At BondRich, we assist you in strengthening internal policies and procedures for your firm, such as development of HR Management policy and providing tools for its successful implementation. We collaborate with you to understand business needs and build policies and systems that are in line with the statutory provisions and human resources standards.

Organizational Health assessment

Achieving profitability and donor confidence in an increasingly competitive environment requires an organization to strengthen its internal systems and improve external relationships. At BondRich, we assist you improve the health of the organization by assessing the capacity of the systems and stakeholder relationships and generate recommendations for improvement. The findings of an organizational health assessment aid in improving operational effectiveness and strengthening the organization's capacity to meet its duties in a cost-effective and sustainable way. We employ appropriate tools consistent with the nature and size of the organization including; stakeholder analysis, SWOT analysis, questionnaires among others.

Organizational Restructuring

We assist you re-organize the business model of your organization from the planning phase of the transformation to the implementation and evaluation phase of the restructuring cycle. We use appropriate methodologies depending on the nature of the restructuring assignment (Terms of reference).

Bondrich Digital Solutions

Mobile App Development

We have considerable experience designing mobile apps for both the ios and Android devices. Our developers are well exposed in the business, and they know how to boost the performance of your app by taking advantage of each app's specific characteristics.



Website Design and Hosting

We design large, responsive websites that are simple to update and manage, allowing you to be visible across all digital devices. We can develop our own framework or build on top of existing platforms to deliver solutions that suits client requirements. We do not just develop websites but our digital experience team help you choose frameworks and designs that are sustainable and suitable for your business needs.



“Possible Together”

Bondrich Digital Solutions Cont'd

We help you transform your business with technology that matches your specific needs, timeframe, and budget. At BondRich, we work with the newest technology and latest software development advancements to deliver maximum value to our clients. Our team in partnership with our partners have all the necessary skills and expertise to handle the development of software solutions that can transform your business to the next level.

E-Commerce

At BondRich, we have the expertise and resources to help your company improve its marketing efforts, through provision of online solutions that can enable you sell your products and services worldwide, even when the doors of your business premises are closed. Our E-Commerce Solutions makes it safer and easier for your customers to make purchases through your website and other digital platforms.



Computer Training

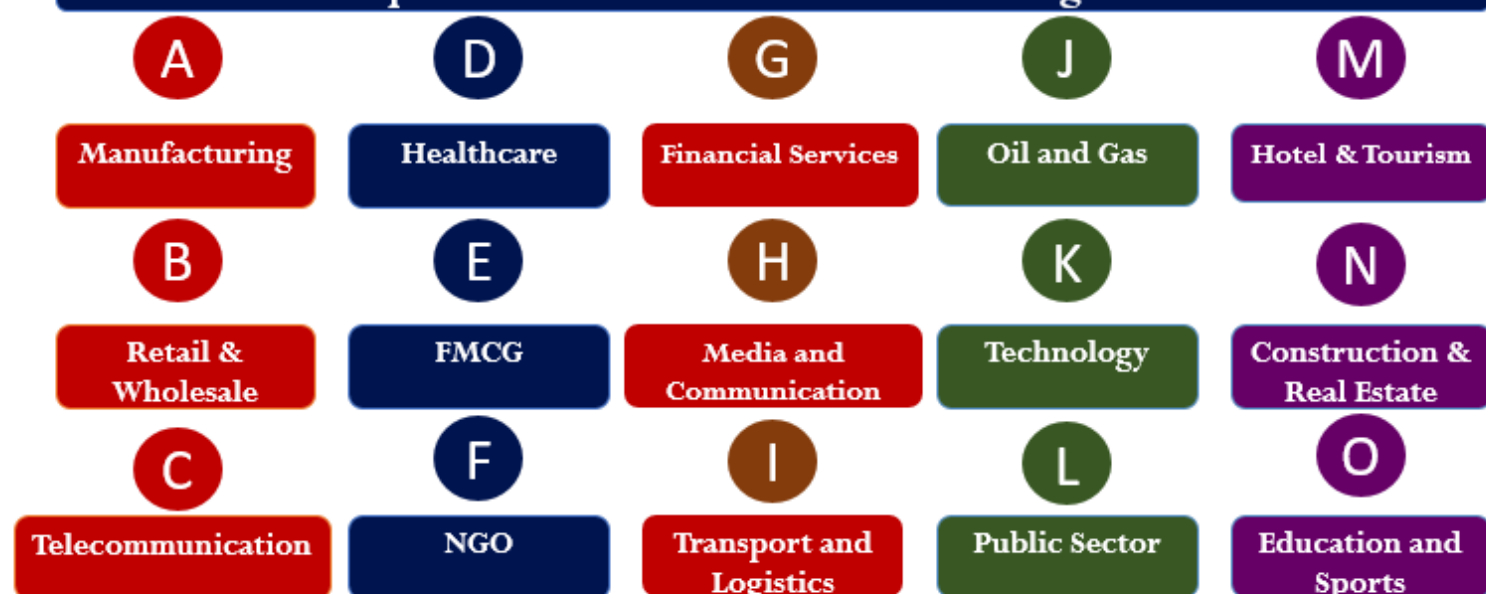
We assist small business owners by equipping them with computer technology skills to enable them adapt to the present trends in the digital revolution and take advantage of technology to develop their enterprises. We offer basic computer training to individuals and small business entrepreneurs in the use of Microsoft office, internet use, social media use and online marketing among others.

Research & Enterprises Development Solutions



Industries we serve

We provide our services to the following sectors



Our Partners





**Centenary
Bank**

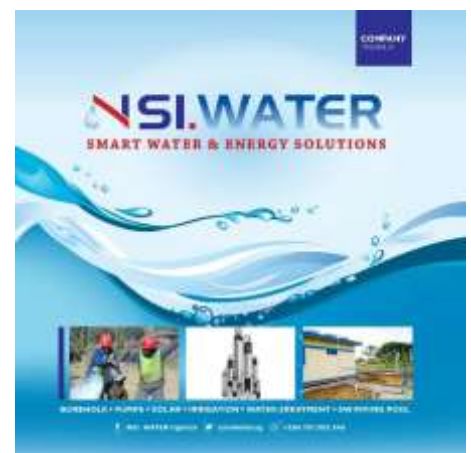
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AFRICA**



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